

**RELATIONSHIP BETWEEN HYGIENE FACTOR DIMENSIONS AND  
INTENTION TO LEAVE AMONG PRISON PERSONNEL: A STUDY IN  
NORTHERN REGION OF MALAYSIA**

**BY**

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## **ABSTRACT**

The purpose of this research is to examine the relationship between dimensions of hygiene factors and intention to leave among prison personnel, also to identify whether there is dominant dimension of hygiene factor that has higher effect than other dimensions related to intention to leave.

The findings were done by using reliability test, multiple regression and Pearson correlations. The research done by mean of survey, a questionnaire was distributed to 310 randomly selected respondents. The data was analyzed by using SPSS version 16.0

The findings indicate that there is significant negative relationship between three dimensions of hygiene factor and intention to leave, however only one dimension not significant. Coworker is the dominant dimension that has the highest influence on intention to leave. These findings show that the related factors should have given attention to retain employees in the organization. Some suggestions have been recommended for the organization and for future research to be more complete and comprehensive.

## ABSTRAK

Tujuan kajian ini dijalankan adalah untuk melihat hubungan antara dimensi ‘hygiene factor’ dan niat untuk meninggalkan kerja di kalangan kakitangan penjara, di samping itu, kajian ini dijalankan untuk mengenalpasti faktor dominan/ketara yang mempengaruhi niat untuk berhenti kerja di kalangan kakitangan penjara.

Kajian telah dilakukan dengan menggunakan ujian kebolehpercayaan, regresi berganda dan korelasi Pearson. Penyelidikan yang dilakukan oleh min kajian selidik, satu soal selidik telah diedarkan kepada 310 responden yang dipilih secara rawak. Data telah dianalisis dengan menggunakan perisian SPSS versi 16.0

Dapati kajian menunjukkan bahawa terdapat hubungan yang signifikan negatif antara tiga dimensi ‘hygiene factor’ dan niat untuk meninggalkan kerja, tetapi hanya satu dimensi tidak signifikan. Rakan sekerja adalah dimensi dominan yang mempunyai pengaruh yang paling tinggi pada niat untuk meninggalkan. Penemuan ini menunjukkan bahawa faktor-faktor berkaitan perlunya perhatian untuk mengekalkan pekerja dalam organisasi. Beberapa cadangan telah dicadangkan untuk organisasi dan untuk kajian akan datang menjadi lebih lengkap dan menyeluruh.

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## **TABLE OF CONTENT**

	<b>Page</b>
Permission to Use	ii
Abstract	iii
Abstrak	iv
Acknowledgement	v
Table of Contents	vi-x
List of Figures	xi
List of Table	xii
 <b>CHAPTER ONE: INTRODUCTION</b>	
1.0 Introduction	1-3
1.1 Background of the study	3-6
1.2 Problem Statement	6-9
1.3 Research Question	9
1.4 Research Objective	9-10
1.5 Significance of the Study	10-11
1.6 Scope and limitation of the Study	11
1.7 Organization of the Thesis	12
 <b>CHAPTER TWO: LITERATURE REVIEW</b>	
2.0 Introduction	13
2.1 Intention to Leave	13-17
2.2 The Model of Employee Intention to Leave	17-18

2.3	Reducing Turnover	18-20
2.4	Factor Affecting Intention to Leave	20
2.4.1	Pay	20-21
2.4.2	Working Condition	22-23
2.4.3	Supervision	23-25
2.4.4	Coworkers	25-27
2.5	Hypothesis Development	27
2.5.1	Pay and Intention to Leave	27-28
2.5.2	Working Condition and Intention to Leave	28-29
2.5.3	Supervision and Intention to Leave	29-30
2.5.4	Coworkers and Intention to Leave	30
2.6	Underlying Theories	31
2.6.1	Hertzberg's Two Factor Theory	31-34
2.7	Theories Related to the Study	34
2.7.1	Hierarchy of Needs Theory	34-37
2.7.2	Existence Relatedness and Growth (ERG) Theory	37-39
2.7.3	The Job Characteristic Theory	39-41
2.7.4	Equity Theory	41-44
2.7.5	Expectancy Theory	44-48
2.7.6	Locke's Value theory	48-49
2.7.7	Social Learning Theory	49-51
2.7.8	Goal-Setting Theory	51-56
2.7.9	Prospect Theory	56-57

2.7.10	Social Exchange Theory	57-62
2.7.11	Gap Theory	62
2.8	Conclusion	62-63

### **CHAPTER THREE: METHODOLOGY**

3.0	Introduction	64
3.1	Theoretical Framework	64-65
3.2	Research Design	65
3.2.1	Type of Study	65
3.2.2	Sources of Data	66
3.2.3	Unit of Analysis	66
3.2.4	Population Frame	66
3.2.5	Sample and Sampling Technique	66
3.3	Measurement	67-68
3.4	Reliability Analysis	68-69
3.5	Data Collection Procedures	69
3.6	Data Analysis Techniques	69-70
3.6.1	Descriptive Statistics	70
3.6.2	Inferential statistics	71
3.7	Conclusion	71



## **CHAPTER FOUR: FINDINGS**

4.0	Introduction	72
4.1	Findings	72
4.1.1	Demographic Characteristic	72-78
4.1.2	Reliability Test	78-79
4.1.3	Relationship between Pay, Working Condition, Supervision, Coworkers and Intention to leave	79-80
4.1.4	Dominant Dimension that Effect Intention to Leave	81-82
4.2	Summary of Hypothesis Testing	83
4.3	Conclusion	83

## **CHAPTER FIVE: DISCUSSION, CONCLUSION AND RECOMMENDATION**

5.0	Introduction	84
5.1	Overview of the Findings	84
5.2	Discussions	85
5.2.1	Objective one: To determine the relationshipbetween payand intention to leave among prison personnel	85-86
5.2.2	Objective two: To determine the relationship between working condition and intention to leave among prison personnel	86-87
5.2.3	Objective three: To determine the relationship between supervision and intention to leave among prison personnel	87
5.2.4	Objective four: To determine the relationshipbetween coworkers and intention to leave among prison personnel	88

5.2.5	Dominant Factors Influencing Intention to Leave	88-89
5.3	Significance of The findings	89
5.4	Practical Implication	89-90
5.5	Overview Summary of the Result Finding	91
5.6	Recommendation for Further Research	91-92
5.7	Conclusion	92

## **REFERENCES**

### **Appendix A: Questionnaire**

## LIST OF TABLES

	<b>Page</b>
Table 2.1: The Two-factor Theory or known as the Motivator- Hygienetheory.	33
Table 3.1: Level of reliability based on the alpha value	69
Table 3.2: Coefficient Correlation	70
Table 4.1: Frequency Distribution – Year of Service	73
Table 4.2: Frequency Distribution – Age	73
Table 4.3: Frequency Distribution – Gender	74
Table 4.4: Frequency Distribution – Marital Status	74
Table 4.5: Frequency Distribution – Educational Level	75
Table 4.6: Frequency Distribution – Total Dependency	75
Table 4.7: Reliability Result	76
Table 4.8: Relationship between Pay, Working Condition, Supervision, Coworkers and Intention to leave	78
Table 4.9: Model Summary	79
Table 4.10: ANOVA b	79
Table 4.11: Coefficient	80
Table 4.12: Summary of Hypotheses Testing	80
Table 5.1: Overview Summary of the Result Finding	88

## LIST OF FIGURES

	<b>Page</b>
Figure 2.1: Representation of the Intermediate Linkage in the Employee Turnover Process	18
Figure 2.2: Maslow's Hierarchy of Need	35
Figure 2.3: Presents the model of the JCM	41
Figure 3.1: Summary of the theoretical framework	65
Figure 4.1: Year of Service	73
Figure 4.2: Age.	74
Figure 4.3: Gender	75
Figure 4.4: Marital Status	76
Figure 4.5: Educational Level	77
Figure 4.6: Total Dependency	78

## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.0 Introduction**

In order for an organization to be doing well, it must constantly make sure the satisfactorily of their employees. In addition, blissful workers are more likely to be an industrious worker. Man power in an organization is the for the most part essential asset or resource to enable organization to do their business. Exclusive of human resource, the organization will not be able to realize the developed business plan and retaining them has become a dispute to organizational management because of diverse employee requirements. Furthermore, organization with complementary fulfilled workers tends to be supplementary successful (Robbins & Judge, 2007).

It is not easy for management to make a decision what makes employees happy – to understand and to give the employee desires. Employee intention to leave demands grave management consideration because of it high performance levels, it puts difficulty on the organization insufficient resources which turn to be costly, people tend to change jobs within a year rather than decide to grow in one. Therefore, it is essential to preserve the workers in the organization especially capable senior staff or skillfulness workers.

According to Connolly and Connolly (1991), turnover is valuable for the organization. It involves the division cost such as the rate use in recruiting and selecting fresh employee, and the cost involved throughout the training stage. Turnover is the willingly and

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